



# POST*Scripts*

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## Radiological Training Offered

Since September 11<sup>th</sup>, POST has been developing and importing anti-terrorism training programs to meet the needs of California law enforcement agencies. POST is pleased to announce the addition of a two-day program titled Radiological Training for First Responders (Training-for-Trainers). This course is being presented at no cost to participants by instructors from the Radiological Assistance Program of the National Nuclear Security Administration (NNSA). The NNSA is part of the United States Department of Energy (DOE) and is a working partner with POST and the Governor’s Office of Emergency Services (OES).

The nearly 200 students, representing more than 80 agencies, who have completed this training received instructional materials and are now equipped to deliver in-house training on this subject. They will also be able to obtain training presentation hardware from the DOE as needed. The course has been presented in Barstow, Burbank, Chico, Fresno, Ontario, Redding, Redondo Beach, Sacramento and San Francisco.

For more information, contact the Terrorism Training Project Manager, Sr. Consultant Lou Madeira, Training Delivery Bureau, at 916.227.4872, or the Course Registrar, Kathy Hobson, Management Counseling Services, at 916.227.3911. Or, contact the OES Radiological Preparedness Unit, specifically, Bill Potter at 916.845-8755 or Mark Johnson at 916.845-8782.

## **Police Conduct Commission Formed**

Assembly Speaker Herb J. Wesson, Jr. held the first meeting of the Commission on Police Conduct in July. The impetus for the Commission was the July 6th incident where Inglewood Police Department officers made an arrest of a black youth that was videotaped and widely aired on television news programs. The new commission will examine peace officer training and methods to eliminate the use of unnecessary force. Commission membership includes members of the Assembly, law enforcement professionals such as POST Commissioners Ted Hunt and Laurie Smith, civil rights advocates, and community activists.

At the Commission's first meeting, Hal Snow, representing POST, presented an overview of POST training and selection standards, and answered several questions about existing training. The Commission on Police Conduct will meet regularly between now and the end of the year when its recommendations will be finalized.

For more information, contact Assistant Executive Director Hal Snow, Executive Office, at 916.227.2807 or [Hal.Snow@post.ca.gov](mailto:Hal.Snow@post.ca.gov).

## **VAWA Grant Projects Summarized**

Over the past five years, POST has received \$7 million from the Office of Criminal Justice Planning to fund the Violence Against Women Act (VAWA) Grant. The purpose of this grant was to create and facilitate domestic violence and sexual assault training programs for law enforcement personnel. To date, POST has trained more than 6,500 law enforcement personnel and is pleased that there is still a high interest from the field for all these training courses. The following projects have been completed with VAWA grant funds:

### **Telecourses**

- Domestic Violence Court Orders
- Domestic Violence, A Matter of Culture
- Domestic Violence: COPS
- Sexual Assault: A Team Response Parts I & II
- Public Safety Dispatchers - Critical Victim Contact Skills
- Domestic Violence: Effective Interview Techniques
- Domestic Violence Court Order Update
- Domestic Violence: Crisis Point
- Domestic Violence: Later Life

### Training Courses

- Building the Domestic Violence Response Team (8 hours)
- Crises Negotiations for Domestic Violence Incidents (24 hours)
- Domestic Violence for Field Training Officers (24 hours)
- Domestic Violence for First Responders (8 hours)
- Domestic Violence for Investigators (40 hours)
- Domestic Violence for Public Safety Dispatchers (8 hours)
- Expert Witness for Domestic Violence (16 hours)
- Officer Involved Domestic Violence (8 hours)
- Sexual Assault for Campus Police (16 hours)
- Sexual Assault for First Responders (8 hours)
- Sexual Assault for Public Safety Dispatchers (8 hours)
- Sexual Assault Response Team Update (8 hours)

### CD-ROM Interactive Courseware

- Domestic Violence: It's Your Call (Parts I & II)
- Sexual Assault: The Initial Response

### Miscellaneous Projects

- Five student workbooks and four video scenarios for basic course learning domains on Domestic Violence, Sexual Assault, Crimes Against Persons, Crimes Against Property, and California Law
- Scenarios on critical incident evaluations for actors, students, administrators, and evaluators
- Domestic violence learning domain update for 2001

For more information, contact Special Consultant Pat Hunton, Training Program Services Bureau, at 916.227.0473 or [Pat.Hunton@post.ca.gov](mailto:Pat.Hunton@post.ca.gov).

## **Four Academies Will Test New Curriculum**

At its April 2002 meeting, the Commission approved a plan to integrate the principles of leadership, ethics, and community policing throughout the curriculum of the Basic Course. Four academy presenters – the San Diego Regional Public Safety Training Institute, the Los Angeles Police Department, the San Bernardino County Sheriff's Department, and the Napa Valley College Criminal Justice Training Center – have expressed an interest in participating in the pilot-testing phases of a redesigned Regular Basic Course. While all academies will continue to present the Regular Basic Course, the four participating academies will deliver a supplemental curriculum which incorporates leadership, ethics, and community policing. Following a pilot-test period, POST will present the recommended changes to the Commission for approval and adoption into the Regular Basic Course curriculum.

For more information, contact Special Consultant Dan Toomey, Basic Training Bureau, at 916.227.5426 or [Dan.Toomey@post.ca.gov](mailto:Dan.Toomey@post.ca.gov).

## **Apply Now for 2003 Command College**

POST accepts applications on a continuous basis for the Law Enforcement Command College, an 18-month program that focuses on futures and leadership. Applicants must meet eligibility requirements, be nominated by their agency executive, and pass a selection process. Nominees must be eligible for a POST Management Certificate, which includes possession of an Advanced Certificate, a minimum of 60 units of college credit from an accredited institution, completion of the Management Course, and at least two years at the rank of lieutenant or above. Applications will be reviewed by an independent assessor and candidates will be interviewed by a panel of local chiefs and Command College graduates.

Classes typically begin in May and December of each year, with interviews scheduled two to three months prior to the start of class. Individuals interested in the May 2003 class are encouraged to apply no later than January.

For more information about the Command College, visit these websites: [www.post.ca.gov](http://www.post.ca.gov) and [www.commandcollege.com](http://www.commandcollege.com). Or, contact Senior Consultant Alicia Powers, Center for Leadership Development, at 916.227.3917 or [Alicia.Powers@post.ca.gov](mailto:Alicia.Powers@post.ca.gov).

## **Command College Class 32 Graduates**

The 19 graduating members of Command College Class 32 recently joined more than 690 law enforcement leaders who have completed the program since its inception in 1984. Executive Director Ken O'Brien, speaking on behalf of the Commission, congratulated the graduates and thanked them for their hard work and significant contribution to the law enforcement community through the completion of their Independent Study Projects. Ronald L. Lowenberg, Chief of Police of the Huntington Beach Police Department and former POST Commissioner, was the keynote speaker. The class selected Captain Carl M. Miller, Jr., of the Pacific Grove Police Department, as the class speaker to discuss the Command College experience and its impact on individual class members.

The Command College Alumni Association presented the Hank C. Koehn Award to class member Lieutenant Tony Farrar, of the Rialto Police Department, as the most inspirational member of the class. Captain Sharon J. Shaffer, of the Fresno Police Department, received the Dorothy Harris Award for Excellence for her outstanding class project. Captain Shaffer studied the future impact of advancements in DNA technology on sex crime investigations.

Additionally, the class voted Robert Barnes as the outstanding faculty member. This is the fifth class that has honored Mr. Barnes with this award. POST also recognized departing faculty member and project advisor Sandy Boyd, Ed. D., for her long commitment to the Command College program.

For more information, contact Senior Consultant Alicia Powers, Center for Leadership Development, at 916.227.3917 or [Alicia.Powers@post.ca.gov](mailto:Alicia.Powers@post.ca.gov).

## Have You Seen the New Look of the POST Website?



On July 1<sup>st</sup>, POST's updated and redesigned website went online. Located at [www.post.ca.gov](http://www.post.ca.gov), the website's new look and feel is based on the standards that California State agencies have been asked to follow. These standards are intended to provide easier navigation between State agency websites and a more user-friendly access to all State services. Additionally, POST took this opportunity to update and streamline its website content. POST's home page offers a number of new sections including:

- **About POST** describes how POST serves the law enforcement community. This section includes other useful links such as job opportunities, Governor's Award information, and newly formatted Commission information, along with a rotating picture display of POST employees, their names and bureaus, to put a face with staff voices. Additionally, each bureau is developing a page that describes their bureau's functions.
- **Regulations** provides links to the *POST Administrative Manual* and proposed changes to POST regulations.
- **Selection and Recruitment** assists peace officer candidates and recruiting agencies with medical screening and selection information, along with access to the Public Service Announcements developed jointly by POST and the University of California at Irvine.
- **Training, Certificates, and Services** provides information about other services POST offers, including links to the online *Course Catalog*, the Basic Course Waiver Process, specialty training programs, and state-of-the-art Instructional Technology.
- **Library, Clearinghouse, and Resources** provides the most up-to-date information on the website. Nearly all of the Clearinghouse and Library web pages have been reformatted for the new website, including the online library catalog and Flagships.

*continued*

### Have You Seen the... *continued*

- **Bulletins, Publications, and Forms** provides information about, and access to, POST's bank of bulletins, publications, and forms.
- **Frequently Asked Questions (FAQ)**, in progress, will provide information and answers to the questions most frequently asked by our clients.
- **What's New at POST** lists programs and services that are new and of interest to law enforcement.
- **Featured Links** describes POST services on a rotating basis, and includes direct links.
- **Also Visit** provides links to other websites that may be of interest to POST clients.
- Finally, the banner buttons on the right side of the POST homepage link directly to the most frequently accessed pages.

For more information, contact Bureau Chief Mitch Coppin, Computer Services Bureau, at 916.227.4850 or [Mitch.Coppin@post.ca.gov](mailto:Mitch.Coppin@post.ca.gov).

### "Symposium 2003" Planning Begins

In July, the planning meeting was held for what has become an annual Public Safety Instructor Symposium. "Symposium 2003" will be presented by the South Bay Regional Public Safety Training Consortium, which presented last year's highly successful second symposium. Once again, the California Community Colleges Chancellor's Office will provide a grant to underwrite the symposium's operating expenses. POST will partner with the Chancellor's Office, State Fire Marshal's Office, and Standards and Training for Corrections to coordinate the participation of workshop instructors and students. A variety of sites are being surveyed for the symposium, tentatively scheduled for early March 2003.

For more information, contact Senior Consultant Mike Hooper, Training Program Services Bureau, at 916.227.3912 or [Mike.Hooper@post.ca.gov](mailto:Mike.Hooper@post.ca.gov).

### Psychological Screening Addressed at International Conference

Dr. Shelley Spilberg of POST staff was invited to address the revision of the *POST Psychological Screening Manual* at the 26<sup>th</sup> Annual Conference of the International Personnel Management Association Assessment Council (IPMAAC). IPMAAC is the leading organization of personnel assessment professionals, consisting of more than 600 members engaged in practice, research, and training in personnel assessment.

Dr. Spilberg provided the results of a recently completed personality-based job analysis that highlights the impact of community-oriented policing on the psychological job demands of patrol officers. Recognized community-oriented policing experts have identified the differences and similarities between the psychological demands and requirements of traditional vs. community-oriented policing. Additionally, law enforcement experts



from across the state have accomplished considerable work on this project, including completing personality-based, job-analysis questionnaires and rating the importance and relevance of more than 250 personality-based behavioral incidents.

The new manual's recommended examination and evaluation protocols will focus around behaviorally defined psychological attributes required of entry-level patrol officers. They will also provide a useful, behaviorally oriented basis to foster discussion and feedback between screening psychologists and others involved in the evaluation of entry-level candidates.

For more information, contact Personnel Selection Consultant Shelley Spilberg, Ph.D., Standards and Evaluation Services Bureau, at 916.227.4824 or [Shelley.Spilberg@post.ca.gov](mailto:Shelley.Spilberg@post.ca.gov).

## **Requalification Course Test Revised**

The revision of the POST Requalification Course Certification Examination has been completed. Representatives from Napa Valley College, Orange County Sheriff's Department, South Bay Regional Training Center, Southwestern College, State Center Regional Training Facility in Fresno, and Yuba College worked with POST staff to produce the new exam. Aligned with POST's Basic Course Curriculum Testing program, the new examination is available to presenters via POSTRAC, POST's automated, electronic testing system.

For more information, contact Senior Personnel Selection Consultant Ken Krueger, Standards and Evaluation Services Bureau, at 916.227.2810 or [Ken.Krueger@post.ca.gov](mailto:Ken.Krueger@post.ca.gov).

## **Would You Like to Become a POST Consultant?**

POST is conducting continuous testing of qualified, experienced peace officers to serve as law enforcement consultants in permanent, full-time positions in Sacramento.

- Law Enforcement Consultant II - Requires two years of experience at the level of Lieutenant or above in law enforcement, and a bachelor's degree or higher awarded by an accredited college/university. Salary range: \$6,485 to \$7,151 monthly, plus all State of California employee benefits.
- Law Enforcement Consultant I - Requires two years of experience at the level of Sergeant in law enforcement, with full-time responsibilities in the area of program research and development, personnel and/or training program development; and a bachelor's degree or higher awarded by an accredited college/university. Salary range: \$4,777 to \$5,764 monthly, plus all State of California employee benefits.

Candidates must compete in a civil service examination that consists of a qualifications appraisal interview and a written essay. To apply for either position, send a completed

State application form (Std. 678) to POST. The application form is available online at [www.spb.ca.gov](http://www.spb.ca.gov); the examination bulletin is available online at [www.post.ca.gov/POST/post.htm](http://www.post.ca.gov/POST/post.htm).

For more information, contact either Associate Personnel Analyst Elbia Jue at 916.227.3927 or [Elbia.Jue@post.ca.gov](mailto:Elbia.Jue@post.ca.gov), or Personnel Services Specialist Marylin Heald at 916.227.3934 or [Marilyn.Heald@post.ca.gov](mailto:Marilyn.Heald@post.ca.gov).

## Legislation of Interest



Information about bills that may affect POST and the California law enforcement community, including terrorism-related bills, is located at [http://www.post.ca.gov/Chouse/leg/leg\\_page.htm](http://www.post.ca.gov/Chouse/leg/leg_page.htm). In addition, the full text of all California bills, resolutions, constitutional amendments, and their status, history, votes, analyses, and veto messages can be found at [www.leginfo.ca.gov](http://www.leginfo.ca.gov).

**AB 74 (Washington) Interception of Communication:** As amended, this bill moves the sunset on State wiretap laws to 2008 and expands the use of electronic communication in the investigation of terrorist activities. It does not include roving wiretaps. The bill expands the existing mandate for POST to develop training that addresses the interception of electronic communication.

• **Commission Position:** Neutral • **Status:** Senate Appropriations Committee

**AB 155 (Lowenthal) Commission on Peace Officer Standards and Training:** Existing law provides that the Commission on Peace Officer Standards and Training consists of 14 members appointed by the Governor. Four members are peace officers of the rank of sergeant or below. This bill would increase the size of the Commission to 15 members appointed by the Governor by adding one additional member from the rank of sergeant or below.

• **Commission Position:** Neutral • **Status:** Senate Public Safety Committee

**AB 882 (Cedillo) Peace Officers:** This bill provides that persons found or adjudged guilty of a felony, and persons adjudged or found guilty of an offense punishable as a felony or misdemeanor if either (1) the sentence imposes punishment other than imprisonment in the state prison, or (2) the court grants probation without imposition of sentence and declares the offense to be a misdemeanor, are prohibited from holding office or being employed as a peace officer. This bill would eliminate the Commission's power to withdraw or revoke certificates. It would limit the Commission's authority to cancel certificates to those situations in which a certificate was obtained as the result of misrepresentation, fraud, or an administrative error. It would also prohibit the Commission from following existing regulations for the revocation or withdrawal of certificates and from issuing



any new regulations that provide for the revocation or withdrawal of certificates. This bill would establish that certificates issued by the Commission shall be considered professional certificates. It would require the Commission to enter a notation in the Commission's training record whenever a person holding a certificate is determined to be disqualified from holding office or being employed as a peace officer on the grounds of having committed a specified offense. It would also require the law enforcement agency that employs or formerly employed a person who is required to hold a certificate, or the law enforcement agency that investigates an offense, to notify the Commission of a felony conviction within 30 days of the conclusion of the proceedings. The bill would authorize the Commission to reinstate a person's certificate in the event a conviction of the offense requiring ineligibility is subsequently overturned or reversed by the action of a court of competent jurisdiction.

• **Commission Position:** Neutral • **Status:** Senate Public Safety Committee

**AB 1339 (Keeley) School Security Training: Peace Officers and Security Guards:**

Existing law requires any school peace officer employed by a K-12 public school district, or a community college district, to complete a prescribed course of training, as specified. This bill would, in addition, require a peace officer assigned primarily to a K-12 or community college campus, who works less than 20 hours per week, to complete that prescribed course of training, as specified.

• **Commission Position:** Neutral • **Status:** Dead

**AB 2099 (Diaz) Peace Officers: Antiterrorism Training: Grant Program:** Establishes a Department of Justice grant program for peace officer training in anti-terrorism, and grants in support of acquiring necessary equipment to that end, as specified. Urgency bill/blank appropriation.

• **Commission Position:** Oppose, unless amended • **Status:** Assembly Public Safety Committee

**AB 2486 (Keeley) Environmental Prosecution:** This bill amends Penal Code sections 14300 et. seq., Local Environmental Enforcement and Training Programs, and provides a funding source that comes from public and private contributions, and from proceeds from state or federal judgments of hazardous materials cases. These funds go into the Hazardous Materials Enforcement and Training Account. Once the fund reaches the triggering amount of \$100,000, the Director of Toxic Substance Control is authorized to award funds to public and private nonprofit organizations to establish statewide hazardous materials enforcement education and training programs for peace officers, local public health officers, and public prosecutors. Fifty-percent of the funds go to the Director of Toxic Substance Control for awards (as described above) and 50% of the

funds go to the Commission on Peace Officer Standards and Training (POST). POST is required to develop training for local and state peace officers who investigate violations of state and local hazardous materials laws.

• **Commission Position:** Support • **Status:** Senate Appropriations Committee, Suspense File

**SB 173 (Poochigian) Peace Officers: Reserve Officer Training:** Existing law requires the Commission on Peace Officer Standards and Training to annually allocate from the Peace Officers' Training Fund to each city, county, and district, as specified, for training expenses of full-time, regularly paid employees of eligible agencies from the city, county, or district. This bill additionally would include reserve officers as persons to whom these training expenses apply.

• **Commission Position:** Oppose • **Status:** In Senate

**SB 911 (Alarcon) Tribal Justice:** This bill would state the Legislature's findings and declarations with respect to crime and law enforcement within Indian country. This bill would require that all law enforcement officers in the state receive training regarding tribal issues by taking courses on tribal issues developed by the Commission on Peace Officer Standards and Training in collaboration with various state agencies that deal with tribal issues.

• **Commission Position:** Oppose, unless amended • **Status:** Dead

**SB 1211 (Romero) Peace Officers: Interrogations:** Existing law provides for specified peace officer training by the Commission on Peace Officer Standards and Training. This bill would provide that, except as described, peace officers shall be trained that, pursuant to specified judicial decisions, it is impermissible to continue to question a suspect who is in custody once that suspect has invoked his or her right to remain silent or right to have an attorney present. The bill would provide that POST-prepared, POST-approved, or POST-sanctioned courses of instruction are valid and enforceable only as long as they are supported by relevant and controlling case authority that is contained in relevant and final decisions of the California Appellate Courts and the California and United States Supreme Courts. This bill would also declare the intent of the Legislature in regard to these provisions.

• **Commission Position:** Neutral • **Status:** In Assembly - Inactive File

**SB 1252 (Alarcon) Attorney General: Tribal Justice Task Force:** This bill creates the Office of Native Affairs as an office of the Attorney General, and describes the role of the proposed office. It provides for a 14-member task force of tribal representatives and state representatives to promote cooperation between the State and the tribal judicial system. The bill requires the Legislature to issue a report, within one year of the bill's enactment, on retrocession and guidelines for response to requests for retrocession. The bill also adds

an unfunded mandate that POST develop a course of training for city police officers, deputy sheriffs, and supervisors who are regularly assigned to a service area that includes Indian country. Training must be completed prior to January 1, 2005, or within one year of assignment to such a service area.

• **Commission Position:** Oppose, unless amended • **Status:** Senate Appropriations Committee - Suspense File

**SB 1350 (McPherson & Burton) Emergency Services: Terrorism:** This bill establishes the Emergency Response Training Advisory Committee, with specified membership, to develop training relative to terrorism awareness. It would require the State Fire Marshal to establish training standards and develop courses involving the responsibilities of first responders to terrorism incidents. The bill would also require the Commission on Peace Officer Standards and Training to establish training standards and develop a specified course of instruction on the responsibilities of first responders to terrorism incidents and would require specified local agency and other peace officers to complete the training. The bill establishes mandate to local government. The bill would specify that its provisions shall be implemented using specified federal funding. The bill would take effect immediately.

• **Commission Position:** Support • **Status:** Assembly Appropriations Committee - Suspense File

**SB 1902 (Moneith) Child Abduction Investigator:** This bill would create the peace officer classification of child abduction investigator by adding Penal Code Section 830.35(d). It also establishes a training mandate on these investigators to complete a specialized investigators' basic course approved by the Commission on Peace Officer Standards and Training (POST) by amending Penal Code Section 832.25. The bill may also contain costs to local government mandated by the State.

• **Commission Position:** Oppose, unless feasibility study • **Status:** In Senate

**CPTN  
Broadcast  
Dates**



Date	Topic
September 12, 2002–10:00a	Case Law Today
September 19, 2002–10:00a	The Intelligence Process
September 26, 2002–10:00a	Achieving Training Excellence

• Additional CPTN information is available online at  
**[www.post.ca.gov/cptn](http://www.post.ca.gov/cptn)**

## Commission Meeting Dates



Date	Location
November 21, 2002	Monterey, Hyatt Regency
January 30, 2003	Sacramento, Embassy Suites
April 17, 2003	Monterey, Beach Resort

## POST Directory



### General Information

916.227.3909  
fax 916.227.3895  
www.post.ca.gov

### Active Legislation

916.227.2085  
Alan.Deal@post.ca.gov

**California POST  
Television Network**  
800.441.POST

### Clearinghouse

916.227.3204  
fax 916.227.5271  
clearinghouse@post.ca.gov

### Library

916.227.4852 • 227.4837  
fax 916.227.5271  
library@post.ca.gov

### Multimedia Training Program

877.ASK.LTRC  
askltrc@post.ca.gov

CA Commission on  
Peace Officer Standards  
and Training (POST)  
1601 Alhambra Boulevard  
Sacramento, CA 95816-7083

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bution Center  
916.227.4856  
Diana.Vessels@post.ca.gov

EDITOR  
Patricia Cassidy

DESIGN & LAYOUT  
Nancy Lewis  
Vincent Pascual

### COMMISSIONERS:

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**Chairman**  
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